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SERIAL NO. 09/895,886

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DATE: July 9, 2005

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Docket No. AUS920010236US1

Serial No. 09/895,886

Atty: LAV / JVL

Applicant: Calderaro, et al.

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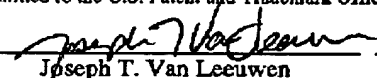
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 Joseph T. Van Leeuwen	<u>7/9/05</u> Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

Enclosed are:


- ☒ Information Disclosure Statement;
- ☒ Modified form 1449 listing 5 references;
- ☒ copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- ☒ This IDS is being filed pursuant to CFR § 1.197(b), therefore no fee as set forth in § 1.17(p) is believed to be due. If, however, more than three months have elapsed since the filing date and a first Office action on the merits has already been mailed, then please charge my Deposit Account No. 09-0447 the fees set forth in § 1.17(p) [\$180.00]. **A duplicate copy of this sheet is enclosed.**
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- ☒ Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By

  
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Atty Ref. No. IBM-1030

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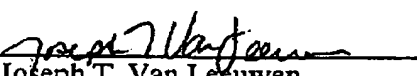
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Respectfully submitted,

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SERIAL NO. 09/895,886

IBM DOCKET NO. AUS920010236US1

DATE: July 9, 2005

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re application of:

Calderaro, et. al.

Serial No.: 09/895,886

Filed: June 29, 2001

Title: System and Method for Improved  
Personnel Compensation Planning  
Factors

: Group Art Unit: 2164  
: Intellectual Property Law Department  
: International Business  
: Machines Corporation  
: Intellectual Property Law Dept.  
: 11400 Burnet Road  
: Austin, Texas 78758

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The Commissioner of Patents  
Washington, D.C. 20231


Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

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Page 1 of 1

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Void date: 07/12/2005 WABDELRI  
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In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,886Applicant: Calderaro, et. al.**LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT**Filing Date: 6/29/2001Group: 2164Atty. Docket No. AUS920010236US1**U. S. PATENT DOCUMENTS**

Examiner Initial	Document Number	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
_____	AA 6,338,042	01-2002	Paizis, James N.	705/11	
_____	AB 6,741,993	05-2004	Zitaner et al.	707/10	
_____	AC 6,754,874	06-2004	Richman, Ira S.	715/507	
_____	AD 5,819,231	10-1998	Tremaine, John L.	705/7	
_____	AE 6,269,355	07-2001	Grimse et al.	706/46	
_____	AF				
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**FOREIGN PATENT DOCUMENTS**

Examiner Initial	Document Number	Date	Country	Classification	Translation Yes No
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**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

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